

**2025 Trauma-Informed Sexual Assault Investigations Training
Trauma-Informed, Victim-Centered, Offender-Focused**

Training Overview

Title: Trauma-Informed Sexual Assault Investigations Training

Instructor: Chief Tom Tremblay (Ret)

Course Overview: Sexual assault is one of the most complex crimes in our society and the activism and outrage about sexual assault has never been higher. The complexities of sexual assault require us to think broadly and comprehensively about these crimes and that starts with an exploration of how sexual assault is viewed in our society and the potential impact of personal and societal biases related to sexual assault. Ensuring participants recognize there are new best practice standards and community expectations for “trauma-informed and victim-centered approaches” to reports of sexual assault, while still ensuring the due process rights and presumption of innocence for individuals reported to have committed an offense.

Since the effects of trauma are often misinterpreted, justice in sexual assault response must begin with an understanding of the devastating impacts of sexual violence trauma on victims and survivors. By delivering trauma-informed and victim-centered services, we can contribute to the immediate and long-term recovery, help build trust, and promote safety for victims, throughout the response, investigation, and prosecution / adjudication.

TRAINING GOAL: To ensure that individuals providing services to sexual assault victims / survivors recognize and understand victim trauma and utilize effective approaches and interview skills to enhance response, investigations, and prosecutions / adjudications.

LEARNING OBJECTIVES:

1. Explore rape myths, rape culture, and societal biases that often surround sexual assault and examine the potential impact on investigations, prosecutions / adjudications.
2. Define trauma in the context of sexual assault and other acts involving interpersonal violence.
3. Understand the neurobiology of trauma – how the brain and body may respond to fear / trauma and the impact on memory and recall (fragmented memory).
4. Enhance trauma-informed and victim-centered services designed to help build trust and promote victim safety throughout the response, investigation and prosecution / adjudication.
5. Identify successful first response and initial communication strategies to promote victim empowerment while encourage reporting and continuation in the Criminal Justice / Title IX process.
6. Develop trauma-informed victim interview skills to help capture compelling evidence of the victim's experience, including the exploration of sensory details, and considering the psychophysiological evidence of trauma.
7. Examine common criminal sexual offender behaviors and course of conduct and develop objective investigative strategies that focus on offender behaviors while adhering to the due process rights of individuals reported to have committed an offense.

TRAINING OVERVIEW:

This consulting and training is offered as guidance for consideration. It is not intended to constitute legal advice, or to create a legal standard of care. All consulting and training is designed based on experience and input from multi-disciplinary partners to reflect examples of promising practices, alternative approaches, and lessons learned. Participants should follow their own policies, procedures, and/or guidance from their respective legal counsel.

Instructor will deliver all presentations in PowerPoint to be presented with common principles of adult learning. Presentations are multi-media and include lecture, large group discussions, small group exercises, case studies, current events, and lessons learned. Consultant encourages multi-disciplinary participation in the training with no limit on number of participants.

TRAINING NEEDS, EQUIPMENT, AND PARTICIPANT REGISTRATION:

All presentations will be delivered from Consultant's laptop computer. Client agrees to provide PowerPoint projector, screen, easel / easel pad and markers, and audio capabilities sufficient for the size of the training room. Depending on the size of the room, and acoustics, a lavalier microphone for the Consultant may be necessary. A handheld microphone may also be necessary for small group work reports.

Consultant will prepare an electronic handout and evaluation and forward to client 7 – 10 days prior to the event. Client agrees to provide a copy of the handout and evaluation for each participant attending. Client agrees to handle all logistics and communication for law enforcement POST training credits, participant invitations, venue logistics, participant attendance and registration.

**Trauma-Informed Sexual Assault Investigations Training:
Trauma-Informed, Victim-Centered, Offender-Focused**

Day 1 Training Agenda (Learning Objectives 1 – 5)

Day 1

8:15 – 8:30	Registration & Sign In
8:30 – 9:30	Introductions and Overview: Sexual Assault Common Challenges
9:30 – 9:40	Break
9:40 – 10:40	Exploration of Rape Myths and Rape Culture: a look at the impact on personal and societal bias and the pursuit of justice
10:40 – 10:50	Break
10:50 – 12:00	Impact of Rape Myths and Rape Culture on investigations: small group exercise
12:00 – 1:00	Lunch
1:00 – 2:00	The Neurobiology of Trauma: how the brain and the body respond to trauma
2:00 – 2:10	Break
2:10 – 3:10	Trauma and Impact: understanding victim trauma and impact
3:10 – 3:20	Break
3:20 – 4:20	Trauma-Informed First Response: first impression matters. Enhancing communication skills, providing physical, psychological, and emotional safety and building trust through victim empowerment
4:20 – 4:30	Wrap-up / Q & A / Evaluation

**Trauma-Informed Adult Sexual Assault Investigations Training:
Trauma-Informed, Victim-Centered, Offender-Focused**

Day 2 Training Agenda (Learning Objectives 6 – 7)

Day 2

8:15 – 8:30	Registration & Sign In
8:30 – 9:30	Trauma-Informed Victim Interviews: preliminary and formal interview process and enhancing interview skills to capture the victim’s experience
9:30 – 9:40	Break
9:40 – 10:40	Trauma-Informed Victim Interview: victim empowerment, exploring sensory details, and capturing evidence of victim trauma
10:40 – 10:50	Break
10:50 – 12:00	Trauma-Informed Victim Interview: explaining and reframing questions, considerations regarding psychophysiological evidence of trauma
12:00 – 1:00	Lunch
1:00 – 2:00	Understanding Criminal Sexual Offender Behaviors and Course of Conduct: examining the serial nature of some offenders
2:00 – 2:10	Break
2:10 – 3:10	Developing Offender-Focused Investigative Strategies and Promising Practices for Your Community / University
3:10 – 3:30	Wrap-up / Q & A / Evaluation

CONSULTANT / INSTRUCTOR BIOGRAPHY: Chief Thomas R. Tremblay (Ret)

Throughout his distinguished thirty-year policing career as an officer, detective, special investigations unit director, supervisor, police chief, and state public safety commissioner, Tom Tremblay has been a passionate leader for the prevention of domestic and sexual violence. He is a retired Chief of Police from Burlington, VT, and the former Commissioner of the Vermont Department of Public Safety. Tom is now a national and international advisor and trainer for police, prosecutors, advocates, higher education, the military, and government / private sector.

Tom is a contracted subject matter expert on domestic violence and sexual assault for numerous organizations including the International Association of Chiefs of Police (IACP), the Police Executive Research Forum, Alliance for Hope International, End Violence Against Women International, the Rape Abuse Incest National Network, RTI Sexual Assault Kit Initiative, and the U.S. Department of Justice (DOJ) Civil Rights Division and Office on Violence Against Women.

Tom is a faculty member for the IACP National Law Enforcement Leadership Initiative on Violence Against Women Crimes and he is a national leader in the development and delivery of Trauma-Informed Sexual Assault Investigations Training. Tom assisted the IACP with the development and delivery of a national curriculum for Trauma-Informed Response to Sexual Assault. He also assisted the National Center for Campus Public Safety with the 2014 White House Task Force recommendation to develop a new curriculum for Trauma-Informed Sexual Assault Investigations and Adjudications specific for Colleges and Universities across the country. Tom has also advised and trained numerous state medical regulatory investigation and adjudication processes in trauma-informed approaches to sexual misconduct cases.

Tom provides litigation consultant services for DOJ investigations involving reports of unlawful gender discrimination by law enforcement agencies in domestic violence and sexual assault response. Tom has also served as an independent monitor for DOJ agreements with law enforcement agencies following findings of unlawful gender discrimination. Tom's oversight work in Missoula Montana assisted the City Police and the University of Montana Police in achieving full compliance with their respective agreements with the DOJ to reform sexual assault response and investigations. Tom also assists the DOJ in promoting gender bias prevention strategies for law enforcement when responding to crimes involving gender-based violence including addressing officer involved domestic violence and sexual misconduct.

Tom is frequently sought after to comment on high profile cases and national news stories related to domestic violence and sexual assault. He has been included in news publications, programs, and investigative reports by CNN, NPR, ABC News, NBC News, Slate Magazine, Vox News, Baltimore Sun, Star Tribune, Indianapolis Star, and the Lansing Journal.

Tom holds a Bachelor's Degree in Criminal Justice. He is a graduate of the 183rd Session of the FBI National Academy, the FBI Law Enforcement Executive Development Seminar, the Police Executive Research Forum–Senior Management Institute for Police, and the National Law Enforcement Leadership Institute on Violence Against Women.

In 2022, End Violence Against Women International awarded Tom the prestigious *2022 Visionary Award* for his efforts to end violence against women, recognizing him for his bold vision, courageous leadership, honor, integrity, empathy, selfless advocacy, and generous partnership.